

STATE OF TENNESSEE	CIRCUIT COURT	DAVIDSON COUNTY
PERMANENT PARENTING PLAN ORDER ☐ PROPOSED ☒ AGREED ☐ ORDERED BY THE COURT		FILE No. _____
PLAINTIFF NICOLE MARY KIDMAN ☒ Mother ☐ Father		DEFENDANT KEITH URBAN ☐ Mother ☒ Father

The mother and father will behave with each other and each child so as to provide a loving, stable, consistent and nurturing relationship with the child even though they are divorced. They will not speak badly of each other or the members of the family of the other parent. They will encourage each child to continue to love the other parent and be comfortable in both families.

This plan ☒ is a new plan.
☐ modifies an existing Parenting Plan dated _____.
☐ modifies an existing Order dated _____.

Child's Name	Date of Birth
S.R.K.U.	2008
F.M.K.U.	2010

I. RESIDENTIAL PARENTING SCHEDULE

A. RESIDENTIAL TIME WITH EACH PARENT

The primary residential parent is the **Mother**.

Under the schedule set forth below, each parent will spend the following number of days with the children:

Mother: 306 days

Father: 59 days

B. DAY-TO-DAY SCHEDULE

Mother shall have responsibility for the care of the children except at the following times when Father shall have responsibility:

Father shall have parenting time from Saturday at 10:00 a.m. until Sunday at 6:00 p.m., every other weekend.

This parenting schedule begins upon entry of this Agreed Permanent Parenting Plan.


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C. HOLIDAY SCHEDULE AND OTHER SCHOOL FREE DAYS

	MOTHER	FATHER
New Year's Day	See Winter Vacation	
Martin Luther King Day*	See Below	
Presidents' Day*	See Below	
Easter Day**	EVERY	-
Mother's Day***	EVERY	-
Memorial Day (if no school) *	See Below	
Father's Day***	-	EVERY
Labor Day*	See Below	
Thanksgiving****	ODD	EVEN

* Monday Holidays – The parent having the previous weekend shall keep the children until Monday at 6:00 p.m.

** Easter shall be defined as the Saturday before Easter, at 6:00 p.m. until Sunday at 6:00 p.m.

*** Mother's Day and Father's Day shall be defined as the Saturday before the holiday, at 6:00 p.m. until Sunday at 6:00 p.m.

**** Thanksgiving shall be defined as the date and time school is dismissed until 6:00 p.m. the evening before school resumes following the Thanksgiving holiday.

This holiday schedule and other school free days schedule shall supersede the Day-To-Day Schedule.

D. FALL VACATION

The day-to-day schedule shall apply except as follows:

Fall Vacation shall be defined as the date and time school is dismissed for Fall Vacation until 6:00 p.m. the evening before school resumes following Fall Vacation.

In odd-numbered years, Mother shall have parenting time with the children for Fall Vacation.

In even-numbered years, Father shall have parenting time with the children for Fall Vacation.

E. WINTER (CHRISTMAS) VACATION

The day-to-day schedule shall apply except as follows:

Winter Vacation shall be defined as being from the date and time school is dismissed for Winter Vacation until the date and time school resumes.

In odd-numbered years, Mother shall have parenting time with the children for all of Winter Vacation from the day and time school is dismissed for Winter Vacation until the date and


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time school resumes after Winter Vacation.

In even-numbered years, Father shall have parenting time with the children for the first part of Winter Vacation from the day and time school is dismissed for Winter Vacation until December 26th at 10:00 a.m., and Mother shall have parenting time with the children for the second part of Winter Vacation from December 26th at 10:00 a.m. until 6:00 p.m. the evening before school resumes after Winter Vacation.

F. SPRING VACATION

The day-to-day schedule shall apply except as follows:

Spring Vacation shall be defined as the date and time school is dismissed for Spring Vacation until 6:00 p.m. the evening before school resumes following Spring Vacation.

In odd-numbered years, Father shall have parenting time with the children for Spring Vacation.

In even-numbered years, Mother shall have parenting time with the children for Spring Vacation.

G. SUMMER VACATION

The day-to-day schedule shall apply except as follows:

Summer Vacation shall be defined as the date and time school is dismissed for Summer Vacation until 6:00 p.m. the evening before school resumes.

The Day-To-Day Schedule shall apply *except* each parent shall have the option of exercising two (2) non-consecutive full weeks, seven (7) consecutive days at a time, with the minor children during Summer Vacation. Each week shall encompass his or her weekend of parenting time under the Day-To-Day Schedule.

In each even-numbered year, Mother shall advise Father no later than January 15, in writing, of what two (2) non-consecutive full weeks she shall have with the minor children, and Father shall advise Mother no later than January 30, in writing, of what two (2) non-consecutive full weeks, he shall have with the minor children.

In each odd-numbered year, Father shall advise Mother no later than January 15, in writing, of what two (2) non-consecutive full weeks he shall have with the minor children, and Mother shall advise Father no later than January 30, in writing, of what two (2) non-consecutive full weeks she shall have with the minor children.

H. TRANSPORTATION ARRANGEMENTS

The place of meeting for the exchange of the children shall be:

The parent ending his or her parenting time shall be responsible for dropping the children off at the other parent's residence in Nashville unless the parenting time coincides with an extracurricular activity or school in which case the exchange shall occur at the extracurricular activity or school. To the extent that the children are in other locations the parties will cooperate to transport the children for parenting time reasonably and in the best interest of the children, and such transportation costs shall be shared equally (50/50).


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Payment of long-distance transportation costs shall be paid **equally (50/50)** by the parties.

If a parent does not possess a valid driver's license, he or she must make reasonable transportation arrangements to protect the child or children while in the care of that parent.

I. SUPERVISION OF PARENTING TIME *(If applicable)* **NOT APPLICABLE**

J. OTHER

The following special provisions apply:

1. The parties shall cooperate with one another to modify the residential schedule set forth herein to accommodate the minor children's schedules and their best interest, as well as the parties' work-related schedules and engagements.
2. The parties may vary the parenting time set out in this Parenting Plan by mutual agreement in writing. E-mail or text message is an acceptable form of writing for purposes of this provision.

II. DECISION-MAKING

A. DAY-TO-DAY DECISIONS

Each parent shall make decisions regarding the day-to-day care of a child while the child is residing with that parent, including any emergency decisions affecting the health or safety of a child.

B. MAJOR DECISIONS

Major decisions regarding each child shall be made as follows:

Educational decisions	☐ mother	☐ father	☒ joint
Non-emergency health care	☐ mother	☐ father	☒ joint
Religious upbringing	☐ mother	☐ father	☒ joint
Extracurricular activities	☐ mother	☐ father	☒ joint

*In the unlikely event that the parties do not agree on a major decision for either minor child, Mother shall have final decision-making authority.

III. FINANCIAL SUPPORT

A. CHILD SUPPORT

Father's gross monthly income is in excess of \$ 100,000.

Mother's gross monthly income is in excess of \$ 100,000.

1. The final child support order is as follows: **\$0.00**. See **Section 4**. below.


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See Child Support Worksheet attached to this Order as an Exhibit.*

If this is a deviation from the Child Support Guidelines: N/A.

2. Retroactive Support: None.
3. Payments shall begin on: N/A.
4. This support shall be paid:
 - ☐ directly to the other parent.
 - ☐ to the Central Child Support Receipting Unit, P. O. Box 305200, Nashville, Tennessee 37229, and sent from there to the other parent at:
A Wage Assignment Order is attached to this Parenting Plan.
 - ☐ by direct deposit to the other parent at _____ for deposit in account no. ending _____. Until direct deposit is established child support shall be paid by Father directly to Mother.
 - ☐ income assignment not required; Explanation: _____
 - ☒ **other:**

The parties acknowledge and agree that Father has already prepaid all child support obligations owed to Mother pursuant to the attached Child Support Worksheet and the Child Support Guidelines, including, but not limited to, all monthly child support amounts. The parties have also made additional provisions to provide for all the needs of the children above and beyond what would be required under the Child Support Guidelines, and each party has significant separate assets and more than sufficient means to independently care and provide for both minor children while in his or her care.

The parties further acknowledge and agree that Father has also prepaid to Mother all sums for his share of nanny and other childcare-related expenses, private school expenses, and extracurricular expenses for the minor children through the date each child reaches the age of majority and graduates high school.

The parents acknowledge that court approval must be obtained before child support can be reduced or modified.

B. FEDERAL INCOME TAX EXEMPTION¹

For the 2025 tax year and all future tax years, parties shall alternate who claims the exemptions and credits for the minor child(ren). Mother shall claim the minor child(ren) in odd-numbered years, and Father shall claim the minor child(ren) in even-numbered years.

Each party will furnish IRS Form 8332 to the parent entitled to the exemption by February 15 of the year the tax return is due.

¹ NOTE: The child support schedule assumptions in the guidelines (1240-2-4-.03 (6)(b)) assume that the parent receiving the child support will get the tax exemptions for the child.


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C. PROOF OF INCOME AND WORK-RELATED CHILD CARE EXPENSES

Each parent shall send proof of income to the other parent for the prior calendar year as follows:

- IRS Forms W-2 and 1099 shall be sent to the other parent on or before February 15.
- A copy of his or her federal income tax return shall be sent to the other parent on or before April 15 or any later date when it is due because of an extension of time for filing.
- The completed form required by the Department of Human Services shall be sent to the Department on or before the date the federal income tax return is due by the parent paying child support. *This requirement applies only if a parent is receiving benefits from the Department for a child.*

The parent paying work-related childcare expenses shall send proof of expenses to the other parent for the prior calendar year and an estimate for the next calendar year, on or before February 15.

D. HEALTH AND DENTAL INSURANCE

Reasonable health insurance for each child shall be maintained by Mother. Father shall maintain secondary health insurance coverage for each child.

Proof of continuing coverage shall be furnished to the other parent annually *and* as coverage changes. The parent maintaining coverage shall authorize the other parent to consult with the insurance carrier regarding the coverage in effect.

Uncovered reasonable and necessary medical expenses, which may include but are not limited to, deductibles or co-payments, doctor's bills, hospital bills, counseling bills, psychologist or psychiatrist bills, the cost of eye examinations, eyeglasses and contact lenses, the cost of dental/orthodontic examinations and braces, the cost of prescription medicines, routine annual physicals, as well as well-care visits shall be paid by **equally (50/50)** by the parties until each child reaches the age of 18, or has graduated with her graduating class, whichever event occurs last.

After each insurance carrier has paid its portion, the parent receiving the bill or purchasing an item for a child will send proof of the expense to the other parent within ten (10) days. The other parent shall then pay his or her share within thirty (30) days of receipt of the bill or other proof of the expense.

E. LIFE INSURANCE

Neither party shall be required to carry life insurance to secure any child support obligation. The parties expressly acknowledge and agree that each party has set aside more than sufficient assets in trusts to provide for care and maintenance of the minor children during and after his or her lifetime, and each parent has provided proof of the same to the other.


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IV. PRIMARY RESIDENTIAL PARENT (CUSTODIAN) FOR OTHER LEGAL PURPOSES

The children are scheduled to reside the majority of the time with Mother as designated in Section I.A. This parent is designated as the primary residential parent also known as the custodian, **SOLELY** for purposes of any other applicable state and federal laws. If the parents are listed in Section II as joint decision-makers, then, for purposes of obtaining health or other insurance, they shall be considered to be **joint custodians**. THIS DESIGNATION DOES NOT AFFECT EITHER PARENT'S RIGHTS OR RESPONSIBILITIES UNDER THIS PARENTING PLAN.

V. DISAGREEMENTS OR MODIFICATION OF PLAN

Should the parents disagree about this Parenting Plan or wish to modify it, they must make a good faith effort to resolve the issue by the process selected below before returning to Court. *Except for financial support issues including child support, health and dental insurance, uncovered medical and dental expenses, and life insurance*, disputes must be submitted to:

- ☒ Mediation by a neutral party chosen by the parents or the Court.
- ☐ Arbitration by a neutral party selected by parents or the Court.
- ☐ The Court DUE TO ORDER OF PROTECTION OR RESTRICTIONS.

The costs of this process may be determined by the alternative dispute process or may be assessed by the Court based upon the incomes of the parents. It must be commenced by notifying the other parent and the Court by ☒ written request ☐ certified mail ☐ other:.

In the dispute resolution process:

- A. Preference shall be given to carrying out this Parenting Plan.
- B. The parents shall use the process to resolve disputes relating to implementation of the Plan.
- C. A written record shall be prepared of any agreement reached, and it shall be provided to each parent.
- D. If the Court finds that a parent willfully failed to appear without good reason, the Court, upon motion, may award attorney fees and financial sanctions to the prevailing parent.

VI. RIGHTS OF PARENTS

Under T.C.A. § 36-6-101(a)(3)(A) of Tennessee law, both parents are entitled to the following rights:

- i. The right to unimpeded telephone conversations with the child at least twice a week at reasonable times and for reasonable durations. The parent exercising parenting time shall furnish the other parent with a telephone number where the child may be reached at the days and time specified in a parenting plan or other court order or, where days and times are not specified, at reasonable times;


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- ii. The right to send mail to the child which the other parent shall not destroy, deface, open or censor. The parent exercising parenting time shall deliver all letters, packages and other material sent to the child by the other parent as soon as received and shall not interfere with their delivery in any way, unless otherwise provided by law or court order;
- iii. The right to receive notice and relevant information as soon as practicable but within twenty-four (24) hours of any event of hospitalization, major illness or injury, or death of the child. The parent exercising parenting time when such event occurs shall notify the other parent of the event and shall provide all relevant healthcare providers with the contact information for the other parent;
- iv. The right to receive directly from the child's school any educational records customarily made available to parents. Upon request from one parent, the parent enrolling the child in school shall provide to the other parent as soon as available each academic year the name, address, telephone number and other contact information for the school. In the case of children who are being homeschooled, the parent providing the homeschooling shall advise the other parent of this fact along with the contact information of any sponsoring entity or other entity involved in the child's education, including access to any individual student records or grades available online. The school or homeschooling entity shall be responsible, upon request, to provide to each parent records customarily made available to parents. The school may require a written request which includes a current mailing address and may further require payment of the reasonable costs of duplicating such records. These records include copies of the child's report cards, attendance records, names of teachers, class schedules, and standardized test scores;
- v. Unless otherwise provided by law, the right to receive copies of the child's medical, health or other treatment records directly from the treating physician or healthcare provider. Upon request from one parent, the parent who has arranged for such treatment or health care shall provide to the other parent the name, address, telephone number and other contact information of the physician or healthcare provider. The keeper of the records may require a written request including a current mailing address and may further require payment of the reasonable costs of duplicating such records. No person who receives the mailing address of a requesting parent as a result of this requirement shall provide such address to the other parent or a third person;
- vi. The right to be free of unwarranted derogatory remarks made about the parent or such parent's family by the other parent to or in the presence of the child;
- vii. The right to be given at least forty-eight (48) hours' notice, whenever possible, of all extracurricular school, athletic, church activities and other activities as to which parental participation or observation would be appropriate, and the opportunity to participate in or observe them. The parent who has enrolled the child in each such activity shall advise the other parent of the activity and provide contact information for the person responsible for its scheduling so that the other parent may make arrangements to participate or observe whenever possible unless otherwise provide by law or court order;


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- viii. The right to receive from the other parent, in the event the other parent leaves the state with the minor child or children for more than forty-eight (48) hours, an itinerary which shall include the planned dates of departure and return, the intended destinations and mode of travel and telephone numbers. The parent traveling with the child or children shall provide this information to the other parent so as to give that parent reasonable notice;
- ix. The right to access and participation in the child's education on the same basis that are provided to all parents including the right of access to the child during lunch and other school activities; provided, that the participation or access is legal and reasonable; however, access must not interfere with the school's day-to-day operations or with the child's educational schedule.

VII. NOTICE REGARDING PARENTAL RELOCATION

The Tennessee statute (T.C.A. § 36-6-108) which governs the notice to be given in connection with the relocation of a parent reads in pertinent part as follows:

- (a) After custody or co-parenting has been established by the entry of a permanent parenting plan or final order, if a parent who is spending intervals of time with a child desires to relocate outside the state or more than fifty (50) miles from the other parent within the state, the relocating parent shall send a notice to the other parent at the other parent's last known address by registered or certified mail. Unless excused by the court for exigent circumstances, the notice shall be mailed not later than sixty (60) days prior to the move. The notice shall contain the following:
 - (1) Statement of intent to move;
 - (2) Location of proposed new residence;
 - (3) Reasons for proposed relocation; and
 - (4) Statement that absent agreement between the parents or an objection by the non-relocating parent within thirty (30) days of the date notice is sent by registered or certified mail in accordance with subsection (a), the relocating parent will be permitted to do so by law.
- (b) Absent agreement by the parents on a new visitation schedule within thirty (30) days of the notice or upon a timely objection in response to the notice, the relocating parent shall file a petition seeking approval of the relocation. The non-relocating parent has thirty (30) days to file a response in opposition to the petition. In the event no response in opposition is filed within thirty (30) days, the parent proposing to relocate with the child shall be permitted to do so.
- (c) (1) If a petition in opposition to relocation is filed, the court shall determine whether relocation is in the best interest of the minor child.

VIII. PARENT EDUCATION CLASS

This requirement has been fulfilled by ☐ both parents ☐ mother ☐ father ☒ neither.

Failure to attend the parent education class within 60 days of this order is punishable by contempt.


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Under penalty of perjury, we declare that this plan has been proposed in good faith and is in the best interest of each minor child and that the statements herein and on the attached child support worksheets are true and correct

Nicole Mary Kidman
NICOLE MARY KIDMAN
 Mother

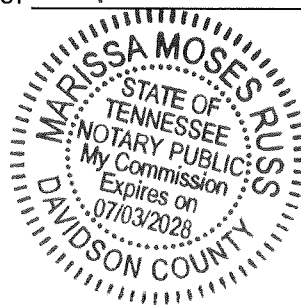
9.6.2025

Date Signed

Sworn to and subscribed before me this 6th day of September, 2025.

[Signature]
 Notary Public

My commission expires: 7/3/2028



[Signature]
KEITH URBAN
 Father

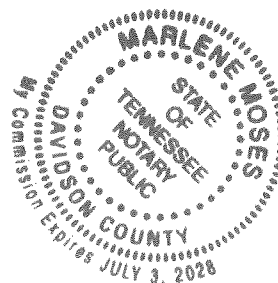
08/29/25

Date Signed

Sworn to and subscribed before me this 29th day of August, 2025.

Marlene Edith Moses
 Notary Public

My commission expires: July 3, 2028



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APPROVED FOR ENTRY:


 BY: **Marlene Eskind Moses**, BPR #9234
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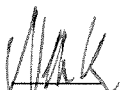
Note: The judge or chancellor may sign below or, instead, sign a Final Decree or a separate Order incorporating this plan.

COURT COSTS (If applicable)

Court costs, if any, are taxed as follows: .

It is so **ORDERED** this the _____ day of _____, 20 .

 JUDGE


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Effective as of 10/01/2021

State of Tennessee - Department of Human Services
Child Support Worksheet

8/28/2025

Part I. Identification

Indicate the status
of each parent or
caretaker by placing
an "X" in the
appropriate columnName of Mother or Parent 1:
Name of Father or Parent 2:
Name of non-parent Caretaker:
TCSES case #:
Docket #:
Court name:

Nicole Mary Kidman

Keith Urban

Davidson County Circuit Court

PRP ARP SPLIT

X

X

Name(s) of Child(ren)	Date of Birth	Days with Mother or Parent 1	Days with Father or Parent 2	Days with Caretaker
S.R.K.U.	7/7/2008	261	104	
F.M.K.U.	12/28/2010	261	104	

Part II. Adjusted Gross Income

Use Credit Worksheet
to calculate line items
1d - 1e

- 1 Monthly Gross Income
- 1a Federal benefit for child
- 1b Self-employment tax paid
- 1c Subtotal
- 1d Credit for in-home children
- 1e Credit for not-in-home children
- 2 Adjusted Gross Income (AGI)
- 2a Combined Adjusted Gross Income
- 3 Percentage Share of Income (PI)
- 3a Means Tested Income only (Y/N)

Mother or Parent1 \ Column A	Father or Parent 2 \ Column B	Nonparent Caretaker \ Column C
\$ 100,000.00	\$ 100,000.00	
+	+	
-	-	
100,000.00	100,000.00	
- 0.00	- 0.00	
- 0.00	- 0.00	
\$ 100,000.00	\$ 100,000.00	
\$200,000.00		
50%	50%	
N	N	

Part III. Parents' Share of BCSO

- 4 BCSO allotted to primary parent's household
- 4a Share of BCSO owed to primary parent
- 4b BCSO if Self Support Reserve (SSR) is applied
- 5 Each parent's average parenting time
- 5a Parenting Time Adjustment (68 or less days)
- 5b Adjusted BCSO (68 or less days)
- 6a Parenting Time Adjustment (92 or more days)
- 6b Adjusted BCSO (92 or more days)
- 7 Calculated BCSO

\$ 15203.35	\$ 0.00	\$ 0.00
\$ 0.00	\$ 7601.68	
N/A	N/A	
N/A	104	
N/A	N/A	
N/A	N/A	
N/A	-1062.15	
N/A	6539.53	
\$ 0.00	\$ 6,539.53	

Effective as of 10/01/2021

State of Tennessee - Department of Human Services
Child Support Worksheet

8/28/2025

Part IV. Additional Expenses

- 8a Children's portion of health insurance premium
 8b Recurring uninsured medical expenses
 8c Work-related childcare
 9 Total additional expenses

Mother or Parent 1 \ Column A	Father or Parent 2 \ Column B	Nonparent Caretaker \ Column C
\$	\$	\$
\$	\$	\$
\$	\$	\$
\$ 0.00	\$ 0.00	\$ 0.00
\$ 0.00	\$ 0.00	
\$ 0.00	\$ 6,539.53	

- 10 Share of additional expenses owed
 11 Adjusted Support Obligation (ASO)

Part V. Presumptive Child Support Order

- 12 Presumptive Child Support Order (PCSO)

* Enter the difference between the greater and smaller numbers from Line 11 except in non-parent caretaker situations.

OBLIGATION		
\$ 0.00	\$ 3,200.00	

Modification of Current
Child Support Order

Current Order Flat %? N (N / Y)

- 13a Current child support order amount for the obligor parent
 13b Amount required for significant variance to exist

\$	\$	
\$ 0.00	\$ 0.00	
\$ 0.00	\$ 0.00	

- 13c Actual variance between current and presumptive child support orders

Part VI. Deviations and FCSO

Deviations must be
substantiated by
written findings in the
Child Support Order

- 14 Deviations (Specify):

\$	\$ -3,200.00	
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Father has prepaid all child support obligations owed to Mother. The parties also made additional provisions to provide for all the needs of the children above and beyond what would be required under the Child Support Guidelines, and Father has prepaid other expenses for the children as cited in the Permanent Parenting Plan. Each party further has significant separate assets and means to independently care for both minor children while in his or her care.

- 15 Adjusted for Minimum Order (Y/N)

N	N	
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- 16 Final Child Support Order (FCSO)

\$ 0.00	\$ 0.00	
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- 17 FCSO adjusted for Federal benefit, Line 1a, Obligor's column.

\$ 0.00	\$ 0.00	
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Comments,
Calculations, or
Rebuttals to Schedule

Preparer's Use Only

Name:

Marlene Est. Mason

Date: 8/28/2025

Title:

Counsel for Mother